

CORPORATE SOCIAL RESPONSIBILITY POLICY AND STRATEGY

Introduction

Titan Company Limited (the “Company” or “Titan”), incorporated in 1984 as a joint venture of the Tata Group and TIDCO, engaged in the manufacturing and sale of watches, jewellery, precision engineering components, eyewear and accessories has always believed in serving the Community and improving the quality of living of the people it touched. Titan has successfully re – written the rules of the game in these industries in India – the manner in which these products are manufactured, sold and serviced and in the ways in which its workers and customers have been treated.

Corporate Sustainability

At Titan Company we aim to treat the Corporate Sustainability function (that covers CSR, Climate Change and Affirmative Action) as an intrinsic and essential part of being in business. The function will therefore draw inspiration from the Company’s vision:

“We create elevating experiences for the people we touch and significantly impact the world we work in”

Titan will leverage the skills and competencies, financial and people resources as well as the infrastructure and relationships of the Company in order to excel and maximize societal impact. This will ensure that Corporate Social Responsibility (CSR) will benefit from the business activity of the Company even as it serves the communities that interface with such business activity.

Accordingly, **the CSR focus at Titan will be driven by broad themes such as upliftment of the underprivileged girl child, skill development and support for Indian Arts, Crafts and Indian Heritage.**

The Company shall work towards responsible citizenship by continuing present initiatives, supporting local and national causes and taking up others as and when required even as it works towards scaling up on the larger chosen themes.

In all its efforts, Titan will seek to actively engage and integrate wherever appropriate the requirements of Affirmative action and other State and Central Government initiatives from time to time.

Geographical focus

Apart from having a significant geographical focus in the states of Tamil Nadu, Uttarakhand and Karnataka, Titan would also dispassionately look into other geographies as and when such a need arises keeping in mind its CSR policy framework for reach and support.

Aligning to Companies Act

The CSR policy of the Company is aligned to the following guidelines

- The requirements of Clause 135 of the companies Act 2013 and the corresponding Rules
- Schedule VII of the Companies Act

Spends

Titan Company will spend at least 2% of its average net profits of the previous three financial years for its CSR activities that shall not include investment in any projects considered as business as usual related activities.

Any surplus arising out of CSR projects or programs or activities shall not form a part of the business profits of the company.

Implementing mechanism

Titan will implement its CSR initiatives through a combination of its own in-house teams/volunteering, partnering with Non-Governmental Organisations (NGOs) and institutes of repute and other partner organisations who have competencies in the field under consideration. The Corporate Sustainability Group will be driving CSR initiatives through one or many of these mechanisms.

Monitoring mechanism

Each of the CSR projects and programs will have clearly defined output, progress of which will be reviewed and reported on a quarterly basis or as per schedules defined under various projects as appropriate by the Corporate Sustainability team.

General

Due diligence and IT support of a very high order is being put in place to drive these initiatives. All the projects are expected to undergo **performance monitoring** through well laid out processes.

The table below gives an indicative list of projects and programs that are derived from the CSR policy and strategy and would spread over a three to five year period

| INDICATIVE LIST OF PROGRAMS * | | | | | | |
|-------------------------------------------------------------------|-------|------------------------------------------------------------------------------------------------|---------------------|----------------------------------|-------------|-------------------------------------------|
| CSR PROGRAMS | SL NO | CSR PROJECTS | REF TO SCHEDULE VII | IMPLEMENTATION MODE | SCHEDULE ** | REMARKS |
| FOCUS ON THE GIRL CHILD THROUGH EDUCATION AND OTHER INTERVENTIONS | 1 | TITAN KANYA – EDUCATION TO DROP OUT CHILDREN/GOVT SCHOOLS , TITAN SCHOLARSHIP, SCHOOL ADOPTION | II | NGO/INHOUSE TEAM FOR SCHOLARSHIP | ONGOING | SCHOLARS HIPS FOR BOYS AND GIRLS CONTINUE |
| | 2 | HEALTH AND HYGIENE , INCL TOILET CONSTRUCTION IN GIRLS SCHOOLS | I | NGO /AND PARTNERS | Q2/Q3 | |

| | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---------------------------------------------------------------------------------------------------------|--------|------------------------------------------------------|---------|--------------------------------------------------|
| | 3 | EMPLOYABILITY SKILL DEVELOPMENT- VOCATIONAL TRAINING FOR KANYA GIRLS | II | NGO / PARTNERS | Q3 | |
| | 4 | EDUCATION SUPPORT FOR TRIBAL CHILDREN / TEACHER TRAINING | II,III | NGO/PARTNERS | ONGOING | TRIBAL SCHOOL BOYS AND GIRLS , TEACHER EDUCATION |
| EMPLOYABILITY SKILL DEVELOPMENT | 1 | SKILL DEVELOPMENT – RETAIL FOCUS | II | NGO/ PARTNERS | ONGOING | |
| | 2 | SKILL DEVELOPMENT PILOT FOR LONG TERM IN SELECT AREAS – SCHOOL OF EXCELLENCE | II | NGOs / PARTNERS | Q1-Q4 | PILOT THIS YEAR |
| CELEBRATING INDIAN ARTS/CRAFTS AND INDIAN HERITAGE | 1 | CREATE AN EXCELLENCE RECOGNITION PROGRAM THAT WOULD SUPPORT COMMUNITIES IN THE SPACE OF ARTS AND CRAFTS | V | THROUGH PARTNERS | Q4 | |
| | 2 | ADOPTION OF 2-3 COMMUNITIES IN THE SPACE OF CRAFTS AS PILOT FOR HOLISTIC DEVELOPMENT | V | NGOs / PARTNERS | Q2-Q4 | |
| | 3 | EXPLORE AND PILOT WITH TWO CULTURE/HERITAGE PROJECTS | V | NGOs / PARTNERS INHOUSE WHERE PRACTICAL AND FEASIBLE | Q1,Q4 | 1 PROJECT ONGOING |
| RESPONSIBLE CITIZENSHIP* | 1 | HAPPY EYES – EYE CARE UTTARAKHAND REHABILITATION OTHER LOCAL CAUSES AS AND WHEN REQUIRED | I-X1 | NGOs AND PARTNERS | ONGOING | |
| * ONGOING PROGRAMS WILL CONTINUE AND ALIGN WITH THE OVERALL POLICY AND STRATEGY OVER A PERIOD OF TIME. SOME OF THEM INCLUDE ITI ADOPTION, CIVIC AWARENESS FOR STUDENTS ETC | | | | | | |
| ** THE DURATION OF SOME OF THE PROJECTS MAY BE MORE THAN A YEAR DEPENDING ON THE STRATEGIC NATURE | | | | | | |